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Briefed LKW
9 June 1981

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT: Pre-employment Medical Examinations and Security Interviews

1. This memorandum is for information.

25X1A9a 2. There is attached a copy of an exchange of correspondence with [REDACTED] which was sent to this office by the Inspector General. The distribution indicates that a copy was sent to the Office of Security also. [REDACTED] reported for duty but was rejected on security grounds during his entrance on duty processing. We have not attempted to verify [REDACTED] statements as to the reason for his rejection and it is, of course, possible that other factors were involved. For our present purposes, the accuracy of his statements in this regard is unimportant.

25X1A9a 3. The fact is that [REDACTED] was subjected to personal inconvenience and hardship which might have been avoided if final determination as to his suitability from a security point of view could have been made before he actually reported for duty. Although we do not have statistics as to the number of similar cases involving either medical or security disqualification of individuals in the process of actually entering on duty, such cases do occur with some regularity. In particular, the dislocation of individuals who have resigned from other employment and made personal arrangements to relocate in Washington results in hardship to them and their families if they are rejected and must reestablish themselves. In the past, we have accepted such occurrences as a necessary penalty to using the final selection techniques employed in the medical and security areas.

4. As you know, we have for some time invited Junior Officer Trainee candidates in for medical examination, including psychiatric screening, as well as for tests and interviews. More recently, you approved a special agreement for certain types of Commo candidates to permit both medical examinations and polygraph on a pre-employment basis. Further, we are now preparing for your approval, based on discussions with the Director of Security, a special plan for expediting the entrance on duty of clerical personnel on a provisional basis. The latter two plans offer an excellent opportunity for reexamining the advantages and disadvantages of arriving at a final decision before asking an applicant to report for duty. When sufficient experience has been accumulated under them, we propose to conduct such an evaluation in cooperation with the Director of Security and the Chief, Medical Staff.

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Harrison G. Reynolds
Director of Personnel

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